

F.Y.I.

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MPRI ENTERS SECOND PHASE

The Michigan Prisoner ReEntry Initiative (MPRI) has entered the implementation stage moving closer to its goal of providing a seamless transition from prison to the community for prisoners beginning with intake at reception and progressing through supervision on parole and discharge.

In a status report to the Senate Appropriations Subcommittee on Judiciary and Corrections, MDOC Policy and Strategic Planning Deputy Director Dennis Schrantz highlighted recent progress of the MPRI.

He outlined the collaboration among the departments of Corrections, Community Health, Labor and Economic Growth, Human Services, and Education, along with local law enforcement, victim's advocates and faith-based organizations.



Corrections staff along with community participants and staff from participating state departments hear a progress report on the MPRI.

Overall response from the community as well as the legislature has been positive.

Senator Alan Cropsey, chair of the Senate Appropriations Subcommittee on Judiciary and Corrections, commended the administration for reaching out to all levels of the community and especially the faith-based community to achieve the goals of the MPRI.

"We are receiving bipartisan support. Everyone wants a reduction in crime," said Deputy Director Schrantz.

The MPRI implementation team met in Lansing last week to outline the implementation process. Director Patricia L. Caruso summarized her vision for MPRI calling re-entry a priority and expressing the need for more changes within the department.

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MPRI ENTERS SECOND PHASE

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“We have changed our method of business and more changing is necessary,” said Director Caruso. “While our focus remains on our people going home safely every day, we must also look at what are the real things that keep offenders from being successful and what do we need to do to change that.”

Re-entry is becoming a part of the structure and vision of the Michigan Department of Corrections.

“Security is our top consideration and always will be, but we must pledge to use the MPRI as a means to help protect staff, the community and prisoners while we incorporate the initiative as part of our vision,” said Director Caruso. “We will know we have accomplished our mission when a seamless transition is just the reality of how we do business.”

Correctional Facilities Administration (CFA) Deputy Director Dennis Straub agreed that a culture change is in order and CFA needs to be first in line to embrace that change.

“It is going to be tough and people will have disagreements but people are disagreeing about how to make it work and not how to get out of it, and that is success.”

—Director Caruso

“CFA is leading the re-entry movement by changing the way we do business,” said Straub. “We are sending offenders out prepared instead of just sending them out.”

The MPRI is beginning to take hold within the Field Operations Administration (FOA) where field staff are working closely with CFA staff and the community.

“We have a parole agent working inside each MPRI pilot facility,” said Field Operations Administration Deputy Director Joan Yukins. “We’re finding we can do things better as a team.”

Representing the Administration and Programs arm of the department, Barry Wickman, Bureau of Fiscal Management administrator, outlined the role the administration is taking with substance abuse services.

“We’re working with the Department of Community Health so offenders have a continuity of health care and mental health services in the transition from prison to community,” said Wickman.

Prison industries is becoming more responsive to the MPRI as well.

“We’re not only providing training but we’re instilling a positive work ethic,” added Wickman. “They will know what it’s like to go to work every day. Many have not held jobs in the past and this is a big part of their success.”

Re-entry staff are starting on offenders’ eligibility for Medicaid while they are still in prison. They are resolving issues about identification and are securing social security cards before offenders are released.

Additional programs are also underway including a contract with Lifeways to start working with mentally ill prisoners returning to communities.

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MPRI enters second phase CONTINUED FROM PAGE 2

MSHDA (Michigan State Housing Development Authority) is working with re-entry on housing and VISTA (Volunteers in Service to America) workers are being dispatched to each pilot site to assist the community component. The department is working with the Michigan Council on

Crime and Delinquency (MCCD) to organize the seven new round-two pilot sites.

They are scheduled to be fully operational this fall as a result of a \$2 million JEHT Foundation grant that allows MCCD to place a full-time community coordinator at each site beginning next month.

The eight round-one sites are gearing up to expand their population of MPRI prisoners. They will be taking on a second wave of prisoners who have been designated by the parole board as MPRI participants.

“We currently have 158 offenders participating in the MPRI program at pilot

site prison facilities,” said Twyla Snow, manager of the department’s office of offender re-entry. “Twenty-four have successfully completed the program and are on active parole status.”

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Region I nursing staff earn awards



From left: Barb Robbins, OCF; Linda Maki, LMF; John Kimsel, MBP; Adrienne Beckham, HTF; and Dan Wronski, MBP.

Six nurses from the Bureau of Health Care Region I Nursing Services were recently honored for nursing excellence. The nurses were recognized for their achievements in a correctional setting and honored for excelling in their professional performance.

Awards went to: Barb Robbins, RN from OCF for clinical care; John Kimsel, RN from MBP for Leadership; Tanya

Cunningham, HUM from KCF for mentoring; Adrienne Beckham, RN from HTF for Patient Advocacy; Dan Wronski, RN from MBP for Collaboration and Linda Maki, RN from LMF for Flexibility/Adaptability.

“All our nurses deserve recognition for the work they do,” said Terry Malloy, MSN, Regional Health Administrator for Region I. “However, these nurses set an example for us all.”

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OVERFAMILIARITY—IS YOUR TEAM AT RISK?

The last issue of FYI outlined some of the serious consequences that have resulted when corrections staff cross the line and become too familiar with an offender. It's a fact that all employees who work directly with offenders such as food service workers, teachers, field agents and medical staff as well as corrections officers could be at risk of engaging in some type of inappropriate behavior.

Anyone who has worked in a prison knows that prisoners are skilled manipulators who can turn a seemingly innocent encounter into a serious violation of work rules. Unchecked, that minor infraction can lead to serious problems.

"Prisoners have a Ph.D. in manipulation," said Bill Hudson, Office of Training and Recruitment administrator. "They have the ability to mirror someone's likes and dislikes and clone themselves to be like the staff person so they can get away with things."

While corrections officers are no more likely to violate work rules in this regard than anyone else, they are

the ones with the training and savvy to see what's happening before it actually gets too far out of hand. They know what to expect and can make the extra effort to engage a co-worker who might be less knowledgeable or sophisticated.

"You should be coming to the aid of every co-worker," said Hudson. "You would offer assistance if they were being assaulted by a prisoner and you need to come to their aid when they

are being manipulated by one."

It's no secret that prisoners are adept at trying to befriend staff to get special treatment and privileges. They target an individual they believe may be vulnerable to manipulation. If a prisoner can identify an employee who may be susceptible then a trained staff person should be able to do so as well.

How can you help? Talk to a co-worker and let him or

her know what you are observing and how it can be perceived. Ask if there is anything they would like to talk about.

If you see a staff person distancing him or herself from co-workers, that's the first sign that something might be going on. If you think something isn't quite right, give the staff person an opportunity to talk about it.

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These behaviors place an employee at risk of developing an inappropriate relationship with an offender

- Looking forward to seeing a particular offender when you come to work.
- Doing things with an offender you would not want your family or supervisor to know about.
- Being reluctant to have a co-worker observe your behavior for an entire day.
- Talking about personal matters with offenders.
- Asking an offender to do personal favors for you.
- Receiving personal advice from an offender.
- Saying anything to an offender you would not want tape recorded.
- Having fantasies of touching an offender.
- Believing that you have the right to touch an offender.
- Looking forward to sharing good or bad news with a particular offender.
- Thinking offenders are not allowed to say no to you, no matter what you ask.
- Allowing offenders to talk about sexual experiences or sexual fantasies, or telling sexual jokes in your presence.

OVERFAMILIARITY, IS SOMEONE ON YOUR TEAM AT RISK?

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“Maybe the solution is as simple as moving a prisoner to another unit,” said Hudson.

If the staff person’s behavior continues unchecked, then it’s time to bring it to the attention of a supervisor.

There are warning signs of a problem that might make someone more susceptible to manipulation by a prisoner including: emotional stress, loss of a loved one or divorce.

Is there someone who appears isolated from other staff, complains loudly especially in front of prisoners, or seems truly unhappy? Sometimes a simple how was your weekend can help remove that isolation and start a conversation that could ultimately save their job and head off a potentially dangerous situation.

Supervisors should take an interest in their staff’s well-being. You don’t have to become best friends but you do have to value your employees. It is your responsibility to empower your staff to do their best and to feel that you care about them.

Good communication is the key. Supervisors and managers must foster an atmosphere that allows people to be comfortable bringing up a situation that needs attention. Then they must act immediately.

If staff feel under valued or appear frustrated with the administration, it should raise a red flag. Some people are naturally unhappy and aren’t going to change no matter the circumstances but that does not mean that supervisors should not take their concerns with the administration seriously.

The consequences of overfamiliarity reflect poorly on every corrections employee. In the eyes of the public, it paints the entire department with the same broad brush and does nothing to enhance the reputation of corrections professionals.

Think about what a co-worker’s indiscretion could do not only for the safety and welfare of all involved but how will it tarnish your reputation and that of all other corrections workers. You have a difficult job and deserve to have recognition and respect. Don’t let one misguided individual turn your facility into the next media circus.

Additionally, it’s not difficult to determine if your own behavior is on the verge of being questionable. Simply ask yourself if you would be uncomfortable sharing with your co-worker or supervisor any detail of an interaction you are having with a prisoner. If so, you know there’s a potential problem.

During training, the department emphasizes that it is the responsibility of all corrections employees to be cognizant of their co-workers and to work together as a team. If a distressed employee can get the support he or she needs from another employee, the chances of them turning to an offender are reduced.

Every staff member is a part of the corrections team and it’s up to each and every person to do their best while helping others on the team. Taking the initiative could save a colleague from a serious fall.

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BENEFITS FOR LIFE COMING SOON

The State is offering a voluntary optional coverage program called Benefits for Life. This program is designed to offer financial protections and added security to eligible employees and their families. These plans do not replace any of the benefits currently offered to State of Michigan employees. Coverage is voluntary, and employees may choose to enroll in only the plans that interest them.

The initial plans offered include supplemental term life, universal life, critical illness insurance and group auto and homeowners insurance. To access more information about the new program, visit www.michigan.gov/documents/MI_EE_Announcement_Bulletin_FINAL_1_148640_7.pdf.

Employees will have a one-time opportunity to enroll in these coverages without the usual medical questions and other underwriting requirements. This does not apply to the group auto and homeowners insurance plans, which allow for enrollment at any time.

An enrollment and education campaign will be held from February 13 through April 21, 2006. Informational meetings are being scheduled and you will be notified of a meeting in your area.

You can visit the Department of Civil Service Web site for eligibility requirements and information about the new program at <http://www.michigan.gov/mdcs>. Click on "Employee Benefits" located on the menu at the left side of the web page, then click on "NEW! Voluntary Benefits."

You can also contact the Benefits for Life Call Center at 888 VALUE 95 (888-825-8395), Monday through Friday from 9:00 a.m. to 9:00 p.m.

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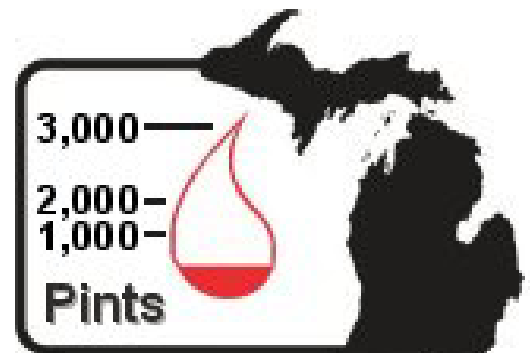
STATE EMPLOYEES ARE THE BEST

State employees who participated in the State Blood Challenge during the month of December 2005 donated:

- o 484 pints of blood at SOM work sites.
- o 483 pints at community blood drives (tracked by ID Cards).
- o 967 pints of blood total.

January 2006 was national blood donor month. Every day in this country, 38,000 units of blood are required in hospitals and emergency treatment facilities for patients with cancer and other diseases, for organ transplant recipients and to help save the lives of accident victims. The goal is to help ensure that blood is available to anyone at any time when needed.

You can help by joining the State Employee Blood Challenge at www.michigan.gov/bloodchallenge and find out when and where to donate. Make life saving a habit.

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PREA training videos underway

Curriculum is currently being developed that will provide specialized training to help the department implement the components of the federal Prison Rape Elimination Act (PREA). The multipart program



From left: Bob Carr, psychologist at Mid-Michigan Correctional Facility, is dressed as a prisoner for the filming of the PREA training video for inspectors. Rick Emery, human resources developer, is the camera man.

includes specialized training designed for institutional inspectors who investigate prisoner on prisoner sexual violence. Part of that training includes a video produced by the department and funded by a Department of Justice grant highlighting prisoner interviewing techniques.

“A second video focusing on PREA, also funded by the grant, is being produced as a training tool for prisoners to explain their rights under the law and highlight the measures the department has in place for their safety,” said Nancy Zang, special administrator.

Corrections staff will also be included in the PREA training.



From left: Nancy Zang; Jim Gornich, principal Lee McKenzie, principal RPA Barbara Bock, Warden Bruce Curtis, Warden Nick Ludwick, Warden Harold White and Warden Sherry Burt discuss the PREA training video.

Second Annual Combined Emergency Services Tactical Search and Recovery Operation

Team members from the Michigan Department of Corrections statewide Emergency Response Teams and prison administrators will once again assemble with representatives from local and outside Law Enforcement Agencies for the Second Annual Combined Emergency Services Tactical Search and Recovery Operation on June 1.

This year's event will include the Michigan State Police helicopter along with numerous canine handlers. MSP Emergency Services team members and DOC staff will act again this year as escapees.

“Our goal is to continue these scenarios, in order to prepare ourselves at all levels to be ready in the event of escapes from our correctional facilities,” said Bellamy Creek Sgt. Christine Wakefield, Ionia Complex ERT Assistant Commander/Training Coordinator.

This year the focus will be on the Unified Command Concept which includes communications between multiple agencies and the planning and deployment of numerous ERTs with the incorporation of outside agencies and Michigan State Police aviation and canine handlers.

“Not only are we able to test our readiness, we are able to show the participants the big picture, what kind of planning is needed, how to manage the command center and what it's really like to be out in the field moving continuously through sometimes rugged, wet and heavy terrain for extended periods of time,” said Sgt. Wakefield.

The participants will experience situations that are similar to an actual escape. The goal is to provide participants the opportunity to experience the physical and mental dedication that is needed in a time of an emergency.

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MDOC EMPLOYEE RECREATION DAY COMMITTEE SEEKS YOUR INPUT

Are you interested in attending this year's employee recreation day? Attendance has fallen off the past few years and the committee is looking for ideas that would make the day attractive to more staff.

Maybe you have a suggestion for a new location that can accommodate a number of activities or wish to offer ideas for additional activities. The Employee Recreation Day Committee welcomes new members and all staff input. Please take a moment to send your suggestions to Pam Nelson recreation day committee chair at nelsonpr@michigan.gov. She needs to hear from you by February 16.

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State Park Offers Winter Outdoor Program

Tahquamenon Falls Hosts Annual Winter Festival

Bundle up the family and get outdoors Feb. 4, from 3 to 8 p.m., at Tahquamenon Falls State Park. The famous Upper Falls are truly spectacular in winter.

Make Summer Camping Reservations Now

The Department of Natural Resources' central reservation system takes reservations for campsites at state parks and recreation areas up to six months in advance. For information call 800-44-PARKS.

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PROMOTIONS THROUGH DECEMBER 4, 2005

20-Nov-05	PALM KEVIN M	ASSISTANT RESIDENT UNIT SUPT-1	STANDISH MAX
20-Nov-05	HILLIARD DIANNE T	ASSISTANT RESIDENT UNIT SUPV-1	STANDISH MAX
20-Nov-05	RANGER BARBARA E	ASSISTANT RESIDENT UNIT SUPV-1	STANDISH MAX
20-Nov-05	JSIVIK DAVID R	ASSISTANT RESIDENT UNIT SUPV-1	STANDISH MAX
20-Nov-05	HAMBLY WILLIAM	CORRECTIONS OFFICER-E	COTTON FACILITY
20-Nov-05	JANSZ IAN E	CORRECTIONS OFFICER-E	COTTON FACILITY
20-Nov-05	MADERY BRIAN M	CORRECTIONS OFFICER-E	COTTON FACILITY
20-Nov-05	RECOR EDITH M	CORRECTIONS OFFICER-E	SCOTT FACILITY
20-Nov-05	RIVAS MONICA L	CORRECTIONS OFFICER-E	COTTON FACILITY
20-Nov-05	ALEXANDER BRIAN K	CORRECTIONS RESIDENT REP	STANDISH MAX
20-Nov-05	CLEMET CHRISTINA E	MEDICAL TECHNICIAN SPV-1	EGELER FACILITY
20-Nov-05	TUBBS JAMES	PAROLE/PROBATION OFFICER-E	FOA REGION III
20-Nov-05	ANDREWS ANGELA L	RESIDENT UNIT OFFICER-E	HURON VALLEY
20-Nov-05	HARDY TAMEKA L	SECRETARY-E	FOA REGION II
20-Nov-05	LEBARRE TREVER M	STATE TRANSITIONAL PROFSNL-E	MICH. STATE IND
4-Dec-05	GRANT KIM L	ADMINISTRATIVE MANAGER-3	MICH. STATE IND

PROMOTIONS THROUGH DECEMBER 4, 2005

4-Dec-05	CONDON LOUIS C	ASSISTANT RESIDENT UNIT SUPV-1	GUS HARRISON
4-Dec-05	FIELDS PASSION M	ASSISTANT RESIDENT UNIT SUPV-1	MID MICHIGAN
4-Dec-05	GONZALES AMANDA M	ASSISTANT RESIDENT UNIT SUPV-1	MID MICHIGAN
4-Dec-05	HOGAN JAMES G	ASSISTANT RESIDENT UNIT SUPV-1	MID MICHIGAN
4-Dec-05	JONES CHRISTOPHER	ASSISTANT RESIDENT UNIT SUPV-1	GUS HARRISON
4-Dec-05	ROSS BRENDA J	ASSISTANT RESIDENT UNIT SUPV-1	SCOTT FACIL
4-Dec-05	GLETON LENORA M	CORRECTIONS OFFICER-E	SCOTT FACILITY
4-Dec-05	JOYCE MONIQUE R	CORRECTIONS OFFICER-E	SCOTT FACILITY
4-Dec-05	MIERS WILLIAM	CORRECTIONS OFFICER-E	COOPER STREET
4-Dec-05	BLACKMAN LLOYD W	CORRECTIONS SHIFT SUPV-2	CRANE FACILITY
4-Dec-05	DOREMIRE THANE D	CORRECTIONS SHIFT SUPV-2	STANDISH MAX
4-Dec-05	WILES KATHLEEN F	DEPARTMENTAL TECHNICIAN-E	MID MICHIGAN
4-Dec-05	CRITTENDEN RITA D	DEPUTY PRISON WARDEN-3	RYAN FACILITY
4-Dec-05	SMITH BEVERLY A	PAROLE PROBATION MANAGER-4	FOA REGION I
4-Dec-05	MAYS RACKUEL L	PAROLE/PROBATION OFFICER-E	FOA REGION II
4-Dec-05	SLAMA STEVEN O	PAROLE/PROBATION OFFICER-E	FOA REGION II
4-Dec-05	VOEGTLINE MEYNELL S	PHYSICAL PLANT SUPERVISOR-2	MARQUETTE
4-Dec-05	OSIER THOMAS J	PSYCHOLOGIST MANAGER-2	MARQUETTE
4-Dec-05	CROWEL-RICHARDS K.	PSYCHOLOGIST-A	EGELER FACILITY
4-Dec-05	JCAMPBELL TELLACE A	RESIDENT UNIT OFFICER-E	THUMB FACILITY
4-Dec-05	DEVEREAUX DANIEL	RESIDENT UNIT OFFICER-E	THUMB FACILITY
4-Dec-05	MUMBY KEVIN B	RESIDENT UNIT OFFICER-E	THUMB FACILITY
4-Dec-05	RAY ELWANDA P	RESIDENT UNIT OFFICER-E	THUMB FACILITY
4-Dec-05	ROLLISON TIMOTHY W	RESIDENT UNIT OFFICER-E	THUMB FACILITY
4-Dec-05	SANDBORN MELISSA L	RESIDENT UNIT OFFICER-E	RIVERSIDE
4-Dec-05	SHUMPERT KEVIN D	RESIDENT UNIT OFFICER-E	THUMB FACILITY
4-Dec-05	SOPER NICHOLAS R	RESIDENT UNIT OFFICER-E	THUMB FACILITY
4-Dec-05	STEPHENSON JEREMY L	RESIDENT UNIT OFFICER-E	COOPER STREET
4-Dec-05	VOZAR BARBARA I	RESIDENT UNIT OFFICER-E	DEERFIELD
4-Dec-05	LATHAM NICOLE S	SECRETARY-E	SOUTHERN MICH.
4-Dec-05	BOLAN KRISTOPHER C	SP ALTERNATIVE INCARC OFR-E	COOPER STREET
4-Dec-05	EMBERTS BROOKE E	STATE TRANSITIONAL PROFSNL-E	CARSON CITY
4-Dec-05	FLOWERS ALISA L	STATE TRANSITIONAL PROFSNL-E	FOA REGION III

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Screen Saver Photos

It's time to submit new screen saver photos. We're looking for photos depicting Michigan wildlife and Michigan trains and train stations. Be sure to include your name, work location and the location, city or county, of the photo.

Send your photo in a .jpg or .tif format to Tammy Lott at lotttm@michigan.gov.

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